

Junior Achievement International

**JAI CEE Grant :
EMT G-00-01-00011-00**

Final Report

September 28, 2001 – September 27, 2002

Prepared for:

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Executive Summary

As a result of the JAI CEE Grant: EMT G-00-01-00011-00, the following was achieved:

- ✓ And increase of approximately three-hundred thousand (300,000) JAI students from throughout the CEE member nations. To date, JAI CEE has reached over one million (1,000,000) school aged children throughout Central and Eastern Europe.
- ✓ Site visits with ten (10) JAI CEE member nations of Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Lithuania, Montenegro, Serbia and Slovakia.
- ✓ Fifty-five (55) JA students from thirteen (13) JAI CEE member nations, Albania, Bosnia and Herzegovina, Bulgaria, Czech Republic, Hungary, Lithuania, Macedonia, Moldova, Romania, Poland, Serbia, Slovakia, and Ukraine, participated in the European Junior Achievement Student Conference 2002.
- ✓ Fourteen (14) executive directors and key staff persons from thirteen (13) JAI CEE member nations, Albania, Bosnia-Herzegovina, Bulgaria, Czech Republic, Hungary, Lithuania, Macedonia, Moldova, Romania, Poland, Serbia, Slovakia, Ukraine, partook in an annual Regional Executive Directors meeting.
- ✓ Eight (8) JAI CEE alumni from Bulgaria, Macedonia, Romania and Slovakia were selected to serve as European Student Conference staff, group leaders, and mentors for the fifty-five (55) student participants.
- ✓ Twenty-four (24) students from eight (8) student teams met in Sofia, Bulgaria for the EuroMESE 2002 face-to-face finals.
- ✓ Two (2) new JAI organizations, in Serbia and in Montenegro, were officially established.
- ✓ One (1) JAI CEE member nation, JA Slovakia, began JAI's quality accreditation process entitled SELECT - self-evaluation and cooperative toolkit. Currently and worldwide, there are only two other JAI member nations who have undergone this process.

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JAI CEE Grant : EMT G-00-01-00011-00

Year End Report

September 28, 2001 – September 27, 2002

Change is coming, however gradually, to the fledgling democracies of the former Soviet Bloc and former Yugoslavia. An in depth understanding and belief in free market economies has been one of the major obstacles to restructuring businesses and commerce in order to provide a solid foundation upon which to stabilize the economies and prepare them for growth.

This one year project provided bridge funding for the regional operating center of Junior Achievement International Central and Eastern Europe (JAI CEE), to develop and strengthen its individual member nations, Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Macedonia, Romania, Poland, Serbia and Slovakia, as USAID gradually withdraws and as businesses gain a more solid footing.

Throughout the duration of the project, JAI CEE offered an assortment of support services to its member nations via on-site visits to its member nations; through organized regional competitions and events; by establishing new JAI CEE member nations; and by strengthening the participation and promoting the importance of JAI alumni of the CEE region. JAI CEE continued to build relationships and form partnerships with companies and corporations, in the hopes of creating an active European JAI Board of Directors and database of supporters, so to sustain a strong, self-sufficient JAI CEE regional center.

Site visits, however different depending on the expressed need of the JAI CEE member nation, are perceived to be one of JAI CEE's most valued support services. Site visits involve, for example, one-on-one consultations with the national executive directors, staff and Board of Directors that underscore, for example, fundraising, strategic planning and quality assurance; the facilitation of and participation in member nations' national events, i.e. student trade fairs and teacher training; and the overall building and strengthening of relationships between the JAI organizations and their private sectors, namely establishing contacts with key players and influential leaders and recruiting and developing national Board of Directors. Within the one-year period of this approved USAID project, JAI CEE : EMT G-00-01-00011-00, JAI CEE conducted site-visits to its following CEE member nations:

- **Bosnia and Herzegovina.**

During trips dated: February 7-11 and September 12-16, 2002, JAI CEE organized and conducted a training for teachers of JA BiH in Brcko for the course, JA Student Company Program, and assisted in the development of JA BiH's 2-year strategic plan. Additionally, meetings were conducted with potential and existing JA BiH Board members and supporters, for example with Mr. Michael Montgomery of OHR-N Brcko (formerly of DAI-USAID Brcko), and contact has been maintained with Mr. Douglas Ebner, the Public Affairs Officer of the U.S. Embassy in Sarajevo.

- **Bulgaria.**

During trips dated: February 24 – March 3 and July 24-28, 2002, JAI CEE had meetings with the USAID country director, Ms. Debra McFarland, JA Bulgaria Board members, specifically Board Chairman Ms. Sasha Bezuhanova of Hewlett Packard Bulgaria, and with potential JA Bulgaria sponsors, i.e. KPMG Barents Group and ING Barings. JAI CEE also attended an AmCham meeting with JA Bulgaria's executive director, planned for and drafted a USAID project proposal, as well as assisted with the updating of JA Bulgaria's annual report and strategic plan.

- **Croatia.**

During trips dated: February 7-11, May 15-17, July 16-17, August 7-8, September 2-6 and September 30, 2002, JAI CEE met with JA Croatia Board members and lawyer to discuss the re-establishment and re-registration of the JA Croatia organization that was currently operated under JA Croatia's former executive director and to prepare for a new JAI operating agreement signed by the director of the newly registered organization of JA Croatia. JAI CEE conducted meetings with the editor-in-chief of its Croatian version JA program materials as well as attended a meeting with representatives of the Croatian Ministry of Education and Ministry of Crafts and SMEs to foster renewed support for JA programs under its new management. The Croatian-translated JA Student Company Program was completed. JAI CEE sat in on several Board meetings, which included the review of Board policies and procedures. JAI CEE delivered a presentation about Junior Achievement International in the CEE region during a public event hosted by the US Embassy in Zagreb. JAI CEE facilitated a teacher training for the Croatian teachers of the JA Student Company Program. Throughout these visits, JAI CEE maintained contact with and provided updates to Ambassador Rossin and Public Affairs Officer, Alan Docal.

- **Czech Republic.**

During trips dated: January 10-11, 21-23, March 7-8, 23, April 12-16, 24-28, 2002, JAI CEE assisted JA Czech Republic with its organizational development, namely training for its staff and executive director. JAI CEE met with the JA Czech Republic Board of Directors, during which emphasis was given to the development of management tools, the organization of national Board meetings and Board committees, and a JA Czech Republic revised strategic plan and budget. Meetings were conducted and contacts were made in order to promote partnership with the JA Czech Republic organization with the Public Relations Manager of Citibank Czech Republic, the CEO of HSBC Prague, the General Director of SAP Czech Republic, and U.S. Ambassador Stapleton. JAI CEE also assisted the JA **alumni** organization of the Czech Republic in the organization of a MESE workshop for its participants of the Hewlett Packard Global Business Challenge.

- **Hungary.**

During trips dated: January 28-29, April 17-18, and July 18-19, 2002, JAI CEE met with the JA Hungary executive director to discuss and outline JA Hungary's operations and program growth as well as plans for developing CEE regional activities to be lead in part by JA Hungary. JAI CEE also conducted meetings with the World Bank, Levi Strauss & Co., and Hewlett Packard executives responsible for Central Europe, Middle East and Africa so to renew and/or initiate joint-projects and partnerships with JA Hungary.

- **Lithuania.**

During a trip dated: July 25-28, 2002, JAI CEE assisted with the organization of and participated in JA Lithuania's Board of Directors retreat. Additionally JAI CEE, helped draft a project proposal that would provide **alumni** of CEE the opportunity, via an Alumni Forum, to establish and strengthen JAI CEE's nationally-run alumni organizations, to create CEE regional alumni projects, and to improve upon the relationships between the alumni groups and their respective national JAI CEE organizations.

- **Montenegro.**

During trips dated: August 25-30 and September 8-12, JAI CEE conducted a feasibility study for establishing a **new JAI CEE organization** in Montenegro. After establishing contacts with influential persons of Montenegro, it was affirmed that there is a need for Junior Achievement and, as expressed, would be endorsed by the Ministry of Education and Montenegrin government and would be supported by the local community. JAI CEE, with the support from the U.S. Department of State, held meetings with the Minister of Education, representatives from the private sector, namely Opportunity Bank, Tupperware, and ProMonte, international

organizations and agencies, i.e. CIPE, OSCE, and Catholic Relief Services, Mr. Howard Handler and Mr. Andrew Vonnegut of USAID Montenegro, and Mr. Peter Becskehazy, Public Affairs Officer, and Mr. Hoyt Yee, U.S. Consul, both of the U.S. Consulate for Montenegro. A local coordinator has been hired and office space has been donated by CIPE's local partner, MBA – the Montenegrin Business Alliance.

- **Serbia.**

During trips dated: December 10-14, 2001 and August 22-25, 2002, JAI CEE conducted a new member nation feasibility study, during which the practicability and sustainability of establishing a new JAI CEE organization in Serbia was assessed. The need for Junior Achievement and its unique economic education programs in Serbia was evident after meeting with government officials, private sector principals and community leaders. For example, persons with whom contacts were made were Ambassador Montgomery, Deputy Chief of Mission Bob Norman and Patrick Hughes all of the U.S. Embassy in Belgrade; Deputy Prime Minister Korac; chief officers of PricewaterhouseCoopers and Hewlett Packard; and NGO directors from Open Society Institute and the European Movement for Serbia. The results of the study have prompted JAI CEE to work hand-in-hand with those in Serbia to introduce its programs within the Serbian educational system. A local coordinator for JA Serbia has been elected, translation into Serbian for the JA high school program Applied Economics is underway and office space has been donated. As of September 2002, **JA Serbia became JAI's 109 and newest member nation.**

- **Slovakia.**

During trips dated: January 15, March 20-25, May 7, and August 5-9, 2002, JAI CEE participated in a meeting for JA Slovakia's Board Development Committee, at which point discussions took place regarding the review of Board bylaws and the revision of its strategies for Board recruitment and effectiveness. JAI CEE developed and delivered a strategic planning training attended by JA Slovakia staff from throughout its regional operations, facilitated a workshop during JA Slovakia's Conference of Young Leaders – Best JA Student Competition, assisted with the organization of its National MESE Finals, as well as attended JA Slovakia's Student Company Trade-fair and Management Games. JAI CEE began the facilitation of the first phase of **JAI's quality accreditation process, SELECT - self-evaluation and cooperative toolkit.** SELECT assesses and evaluates all aspects of the JA Slovakia organization, including its staff, its strategic plans, its Board, its volunteers, etc. The final results of the SELECT will enable JA Slovakia to see, quantitatively and qualitatively, its accomplishments, its strengths, its weakness, and its areas for improvement. The evaluation

procedure will prove to be a valuable asset in its successful sustainability. The dates for completing the steps of SELECT have been scheduled for January 27-30, 2003.

JAI CEE regional development and sustainability were exercised throughout the course of this one-year project. Building a JAI CEE Board of Directors, it was assessed, improves the likelihood of achieving self-sufficiency. A JAI Europe task force meeting held in Brussels laid the groundwork upon which a participatory Board of Directors for the Junior Achievement International regional centers of Europe will be established. In order to sustain the operations and projects of Junior Achievement Central and Eastern Europe and to begin building a JAI European Board, JAI CEE met with several potential corporate sponsors and supporters from head offices of multi-national corporations, in particular those responsible for regional initiatives, i.e. McDonald's of Central Europe and Central Asia in Vienna, Vodaphone in London, and Hewlett Packard of the Central Europe, Middle East and Africa also in Vienna. Additionally, JAI CEE met with a SEED representative of the IFC division of the World Bank, during which a South-East Europe joint-project was considered.

Two directors from JAI CEE participated in a JAI Regional Directors meeting in Atlanta, Georgia, USA. The meeting was designed to strengthen the relationships between JAI and its regional centers of operations as well as among its member nations. Topics addressed included but were not limited to: a regional network system; Board development; JAI's new Business Ethics program; communication towards JAI member nations; financial reporting and legal issues; program quality and growth, best practices and success stories; fundraising; and special events. The updating of JAI's global strategic plan was another of the meeting's goals.

MESE – Management and Economic Simulation Exercise - is a computer simulation program that allows "companies" of students to compete against one another as they manufacture and market the same products. Students are challenged to outperform the competition in terms of profit, sales and market share. Over the course of the simulation, students set a price for their products, determine production levels, plan marketing and research-and-development budgets, and invest in plant and equipment. These decisions require planning and analytical thinking, making MESE a powerful teaching tool as well as an exciting competition.

EuroMESE, the regional internet-based, computer-simulated competition based on MESE, provides students with the challenge of operating their own companies in a competitive environment that simulates the real business world and with many opportunities to practice reading and interpreting financial reports. EuroMESE illustrates how business decisions must be integrated in a successful business operation. The EuroMESE 2002 competition was hosted by JA Bulgaria and co-organized by JAI CEE.

EuroMESE 2002 face-to-face finals in Sofia, Bulgaria from June 6-11, 2002 hosted eight qualifying teams from Belarus, Bulgaria, Estonia, Lithuania, Romania and Ukraine. The winning teams of the EuroMESE 2002 competition were JAI students from Belarus, Bulgaria and Lithuania. JAI CEE traveled to Sofia, Bulgaria from June 6-11, 2002 in order to help with the organization, realization and evaluation of EuroMESE face-to-face finals.

JAI CEE was responsible for the overall planning and organization of its forth annual **European Junior Achievement Student Conference 2002**, which took place in Madrid, Spain from July 7-14, 2002. This Student Conference hosted approximately 4 of the most deserving JAI students from throughout the region: approximately 55 students from Albania, Bosnia and Herzegovina, Bulgaria, Czech Republic, Hungary, Lithuania, Macedonia, Moldova, Romania, Poland, Serbia, Slovakia, and Ukraine.

The European Junior Achievement Student Conference 2002 was an enormous success, as is evident in the Conference evaluations by students and presenters alike. Corporate representatives from Federal Express, Compar (Bata-Italy), Bassat Ogilvy, Chupa Chups, TelePizza, Hewlett Packard, and General Electric presented workshops. Each presenter challenged the student participants with case studies wherein the students broke into teams to create solutions to the situation described. The teams presented their conclusions to a panel of businesspersons. Moreover, with special thanks to other companies such as Inter-Continental, 3M, Warner Bros., and Hard Rock Cafe, the students had the "experience of a lifetime".

Student Conference participants had the opportunity to work in a multinational environment in order to build upon the knowledge acquired during JAI coursework, to face business challenges, to participate in economic seminars, and to develop career skills. In addition to business workshops and seminars, students had time for extra-curricular and social activities that encouraged networking and promoted

cross-cultural experiences necessary for success in today's global marketplace. It is no secret that the success of countries throughout Central and Eastern Europe is dependent upon a country's ability to join and compete in today's fast paced and unionizing global market place. Therefore, a well prepared workforce filled with savvy business leaders is essential to this formula for success. This Conference provided its student participants with a customized experience of a dynamic multicultural business environment that illustrates what is expected of them in the near future from business leaders seeking a creative, well-educated workforce.

Because the focus of the European Junior Achievement Student Conference, economic-related workshops intended to highlight the creativity and excitement of the business world, JAI CEE maintained collaboration with multinational organizations, namely the Conference's presenters and sponsors mentioned above. During trips dated: April 21-26 and June 5-14, 2002, JAI CEE also met with the local JA Spain staff to discuss the logistical and organizational planning of the Conference. Awareness about the European Student Conference was shared with Ms. Adele Ruppe of the U.S. Embassy in Madrid.

JAI CEE regional Executive Directors meeting, organized and facilitated by JAI CEE, was attended by the Executive Directors and key staff persons of the JAI CEE member nations, specifically Albania, Bosnia-Herzegovina, Bulgaria, Czech Republic, Hungary, Lithuania, Macedonia, Moldova, Romania, Poland, Serbia, Slovakia, Ukraine. Such a forum, held concurrently to the European Junior Achievement Student Conference, provided its participants with the opportunity to develop their technical skills, to build awareness for programs and events of the JAI organizations in the region, to form relationships, and to collaborate on special projects. What's more this annual regional Executive Directors meeting enabled the Executive Directors to benefit from an external trainer as well as from the transfer and exchange of know-how, experience and success stories of their CEE counterparts. As a result partnerships were made and projects were drafted among the JAI organizations represented. Regional projects and collaboration foster sound, successful and self-sufficient organizations.

Eight (8) **JAI CEE alumni** from Bulgaria, Macedonia, Romania and Slovakia were awarded, through a competitive application process, the unique opportunity to work as Student Conference 2002 staff members. The alumni were called upon to coordinate the pre-conference organization, to facilitate student groups and serve as student chaperons, to oversee the Conference's Millennium Council

activities, to prepare the Conference Memory Book, to photo-document the Conference, and to assist JAI CEE staff in organization of the workshops, the closing ceremony, and the press conference. Their participation was greatly appreciated by the JAI CEE Conference organizers and was warmly received by the student participants. Their contribution to the overall organization and realization of the Student Conference 2002 was inspirational. Undoubtedly without these alumni staff, the Conference could not have been the success that it was. On a number of occasions, the corporate presenters expressed their satisfaction with the current JAI students - the Conference participants - as well as with the alumni staff. These alumni are the Junior Achievement International success story. This experience further developed, among other things, the alumni's responsibility and accountability competencies, much needed for success in the workforce.

JAI CEE organized a four-day **training and exchange**, from April 25-29, 2002, for two Board and three staff members of JA Albania. The training/exchange took part in Zlin and Prague, Czech Republic with assistance provided by JA Czech Republic and JA Slovakia.

JAI CEE was invited to **facilitate a workshop** about Junior Achievement International and its CEE regional operations and goals during a forum, organized by SOS Kinderdorf International in Vienna, attended by European-regional organizations and agencies. Such an opportunity proved lucrative in building JAI CEE's reputation, in making new contacts and in planning for new joint-projects.

JAI CEE wrote and submitted several **project proposals**, i.e. Euro-Job Shadow Day, designed to afford several of its member nations the resources needed to introduce, expand, and improve upon the quality of its programs and events.

JAI CEE has begun to make contacts and generate interest for a **new JAI organization** in Kosovo. JAI CEE is currently working with Ms. Janet Shannon of the U.S. Consulate in Kosovo.

The success of this project, JAI CEE Grant: EMT G-00-01-00011-00, has enabled USAID to protect the substantial investment it has already made in the region and to gain maximum impact and sustainability in the education, economic, and democratic arenas as it gradually withdraws from the area.

Attachments

- pages 1-6 six (6) page evaluation completed by the Hewlett Packard presenter during the European Junior Achievement Student Conference 2002.
- pages 7-13 six (6) page evaluation completed by the Bassat Ogilvy presenter during the European Junior Achievement Student Conference 2002.
- pages 13-19 six (6) page evaluation completed by the Chupa Chups presenter during the European Junior Achievement Student Conference 2002.
- pages 20-29 summary of student responses taken the overall student evaluation form of the European Junior Achievement Student Conference 2002.
- page 30-33 summary of student evaluations of the organization of the overall European Junior Achievement Student Conference 2002.
- page 34-35 newspaper article, published in the daily, *Pari*, in Sofia, Bulgaria, on the subject of EuroMESE 2002.
- page 35-36 internet-published, *www.infoweek.bg*, news article concerning EuroMESE 2002.

**European Junior Achievement
Student Conference Presenter
Evaluation Form**

Please take some time to fill out the following evaluation. In the following questions you will be asked to either: 1) Rate a question between "Excellent" and "Poor" 2) Fill in a Yes or No answer or 3) Provide your comments.

Looking forward to
working with you again



! n v e n t

With 100%

Meghan

✓

1. In a few sentences - please explain what first interested you in participating in this Conference

Again, your responsiveness and determination,
plus on a personal note my belief in what
of a success for.

2. After you made the decision to participate, how was the quality of information provided to you by the Conference Staff? Please comment.

Very good and insightful.

Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
✓					

3. Prior to the Conference, how was your interaction with the Conference Staff?

Workshop Evaluation

Page II

Excellent	Very Good	Good	Satisfactory	Poor
<input checked="" type="checkbox"/>				

4. Rate the timeliness of information provided to you by the Conference Staff prior to the Conference.

5. Were you comfortable with the amount of pre-Conference preparations with which you were involved? Please comment

Yes, given that this was their first time I had run a so called regional workshop that support + guidance was invaluable.

Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
<input checked="" type="checkbox"/>					

6. Rate the clarity of information provided to you upon arrival.

7. Did you receive a Conference Welcome Packet upon your arrival?

☒ YES ☐ NO

8. Did you feel as though your Conference Welcome Packet provided you with sufficient information? If so -- what was especially helpful? If not -- what could have been more helpful or clear?

☒ YES ☐ NO

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Did you receive your room assignment in a timely manner?	YES	NO	N/A
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not -- please briefly describe the cause of the delay:				

10. Rate our sleeping accommodations.	Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
	✓					

11. Rate the quality of the meals provided during the Conference						✓
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12. Rate your opinion of the overall organization of the Conference.	✓				
--	---	--	--	--	--

13. Was the Conference Staff helpful in getting/having everything prepared for you on the day of your workshop?	YES	NO	<p>EVERYTHING ALREADY, STAFF AVAILABLE IF ANYTHING ELSE REQUIRED.</p>
If yes -- what was most helpful? If no -- in what way could you have been better assisted? Please comment	✓		

Workshop Evaluation

Page IV

Excellent	Very Good	Good	Satisfactory	Poor
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Rate how well you felt you were communicated with by the Staff throughout the Conference.

<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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15. Rate the room available for your workshop during the Conference

16. What was the objective of your workshop? Please state your objective/theme and any additional comments.

TO GIVE THE STAFF A CLEAR UNDERSTANDING OF MY COMPANY AND FROM THAT HAVE THEM OBTAIN A VALUE PROPOSITION WHICH WE MIGHT PUT TO OUR CUSTOMERS

17. Did you feel as though you met your workshop objective? Please comment

<input checked="" type="radio"/> YES	<input type="radio"/> NO
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YES, EVEN THOUGH IT WAS TOUGH THE STAFF HAD A GOOD CHANCE AT IT

18. What expectations did you have for your workshop? Please comment

TO GET THE RECORDS AND HAVE LIKE THIS GET A BETTER CONCEPT

Workshop Evaluation

Page V

8. Did your workshop meet the expectations you had when it began and/or were any of your expectations surpassed? Please comment.

5.0 min. answered as 18

3. If interactive activities were used during your workshop - do you feel as though the students understood the purpose for which your activities are attended?

YES

NO

Please comment if necessary.

Most students shy in putting

1. During your workshop, how was the comprehension and attentiveness of the students?

Excellent

Very Good

Good

Satisfactory

Poor

2. What - if anything would you change for a venue this type in the future? Please comment.

Nothing, location, facilities excellent. For many participants.

3. Rate how well you think the students responded to your workshop?

Excellent

Very Good

Good

Satisfactory

Poor

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11

Workshop Evaluation

Page VI

24. What did you enjoy most about your workshop?
Please comment

FRANCOIS CONFERENCE AT MONTREAL

25. Rate your experience during the workshop as a whole.

Excellent	Very Good	Good	Satisfactory	Poor
	✓			

26. Rate the Conference as a whole.

	✓			
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27. What do you feel can be improved for next year's Conference?

N/A

28. Would you change anything that happened during the Conference? If so - what would you change and in what ways would you change it?
Please comment

N/A

29. What did you enjoy most about the Conference?
Please comment

AS 24

European Junior Achievement Student Conference Presenter Evaluation Form

Bassat *Opilay* Consejeros de Comunicación

Please take some time to fill out the following evaluation. In the following questions you will be asked to either: 1) Rate a question between "Excellent" and "Poor" 2) Fill in a Yes or No answer or 3) Provide your comments.

1. In a few sentences -- please explain what first interested you in participating in this Conference.

- Opportunity to develop my team's presentation skills
- Real-life brainstorming
- "Good feeling" corporate activity

2. After you made the decision to participate, how was the quality of information provided to you by the Conference Staff? Please comment.

- Perfect - written, web site, personal.
- Good attention to detail & warmth, responsiveness of team

3. Prior to the Conference, how was your interaction with the Conference Staff?

Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
<input checked="" type="checkbox"/>					

4. Rate the time/lapse of information provided to you by the Conference Staff prior to the Conference.				
Excellent	Very Good	Good	Satisfactory	Poor
<input checked="" type="checkbox"/>				

5. Were you comfortable with the amount of pre-conference preparations with which you were involved? Please comment	
<p><i>- Packet - 1 packet for a number of non-technical staff and was supplied with it</i> <i>quality of materials</i></p>	

6. Rate the clarity of information provided to you upon arrival.				
Excellent	Very Good	Good	Satisfactory	Poor
<input checked="" type="checkbox"/>				
Not Applicable				

7. Did you receive a Conference Welcome Packet upon your arrival?	YES	NO
	<input checked="" type="checkbox"/>	

8. Did you feel as though your Conference Welcome Packet provided you with sufficient information? If so -- what was especially helpful? If not -- what could have been more helpful or clear?	YES	NO
	<input checked="" type="checkbox"/>	

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Workshop Evaluation
Page III

9. Did you receive your room assignment in a timely manner?		YES	NO	N/A
---	--	-----	----	-----

	If not -- please briefly describe the cause of the delay

10. Rate our sleeping accommodations	Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
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11. Rate the quality of the meals provided during the Conference						
--	--	--	--	--	--	--

12. Rate your opinion of the overall organization of the Conference.	✓					
--	---	--	--	--	--	--

13. Was the Conference Staff helpful in getting/having everything prepared for you on the day of your workshop?	YES	NO
If yes -- what was most helpful? If no -- in what way could you have been better assisted? Please comment		

prepared about the cost - very
 responsive, kind!!

Workshop Evaluation

Page IV

	Excellent	Very Good	Good	Satisfactory	Poor
14. Rate how well you felt you were communicated with by the Staff throughout the Conference.	✓				

15. Rate the room available for your workshop during the Conference.					
--	--	--	--	--	--

16. What was the objective of your workshop?
Please state your objective/theme and any additional comments.

How to market + understand target publics - interesting to teens

17. Did you feel as though you met your workshop objective? Please comment

YES

NO

Loved seeing how the students responded + participated in presentation

18. What expectations did you have for your workshop? Please comment

Not core class Students!! Give ideas on how we were a company, a feel for the PR business, the way things works.

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Workshop Evaluation

Page V

19. Did your workshop meet the expectations you had when it began and/or were any of your expectations surpassed? Please comment.

I was surprised with the comments (positive)

20. If interactive activities were used during your workshop - do you feel as though the students understood the purpose for which your activities were attended?

YES	NO
-----	----

from students/their good reaction

Please comment if necessary

--

21. During your workshop, how was the comprehension and attentiveness of the students?

Excellent	Very Good	Good	Satisfactory	Poor
✓				

22. What - if anything would you change for a venue of this type in the future? Please comment.

--

23. Rate how well you think the students responded to your workshop?

Excellent	Very Good	Good	Satisfactory	Poor
✓				

Workshop Evaluation

Page VI:

24. What did you enjoy most about your workshop?
Please comment.

The responsiveness + creativity of Students

25. Rate your experience during the workshop as a whole.

Excellent	Very Good	Good	Satisfactory	Poor
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

26. Rate the Conference as a whole.

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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27. What do you feel can be improved for next year's Conference?

More kids

28. Would you change anything that happened during the Conference? If so - what would you change and in what ways would you change it?
Please comment

29. What did you enjoy most about the Conference?
Please comment.

The people - opportunity to contribute to the professional

part of the Students

European Junior Achievement Student Conference Presenter Evaluation Form

ase take some time to fill out the following
uation. In the following questions you will be
ed to either: 1) Rate a question between
cellent" and "Poor" 2) Fill in a Yes or No answer
3) Provide your comments.

n a few sentences -- please explain what first
rested you in participating in this Conference.

The possibility to communicate directly
with students from a) many different
countries + b) aged 18-19. with a subject
target for the Chupa Chups Group and it's
branches

After you made the decision to participate how
is the quality of information provided to you by the
ference Staff? Please comment.

Excellent all the details provided,
always keeping in track for any
further information.

Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
		X			

Prior to the Conference, how was your interaction
with the Conference Staff?



Workshop Evaluation

Page II

Excellent	Very Good	Good	Satisfactory	Poor
	X			

4. Rate the timeliness of information provided to you by the Conference Staff prior to the Conference.

5. Were you comfortable with the amount of pre-Conference preparations with which you were involved? Please comment.

N/A

Excellent	Very Good	Good	Satisfactory	Poor	Not Applicable
X					

6. Rate the clarity of information provided to you upon arrival.

7. Did you receive a Conference Welcome Packet upon your arrival?

YES	NO
X	

8. Did you feel as though your Conference Welcome Packet provided you with sufficient information? If so -- what was especially helpful? If not -- what could have been more helpful or clear?

YES	NO
X	

Workshop Evaluation

Page III

9. Did you receive your room assignment in a timely manner?	YES	NO	<u>NA</u>
---	-----	----	-----------

If not -- please briefly describe the cause of the delay.	
---	--

	Excellent	Very Good	Good	Satisfactory	Poor	<u>Not Applicable</u>
10. Rate our sleeping accommodations.						

11. Rate the quality of the meals provided during the Conference						
--	--	--	--	--	--	--

12. Rate your opinion of the overall organization of the Conference.	<u>X</u>				
--	----------	--	--	--	--

13. Was the Conference Staff helpful in getting/having everything prepared for you on the day of your workshop?	<u>YES</u>	NO
---	------------	----

If yes -- what was most helpful? If no -- in what way could you have been better assisted? Please comment.	<p>Everything: receptions, technical support, staff involvement into the work shop, etc</p> <p>Everything</p>
--	---

Workshop Evaluation Page IV

14. Rate how well you feel you were communicated with by the Staff throughout the Conference.	Excellent	Very Good	Good	Satisfactory	Poor
	X				

15. Rate the room available for your workshop during the Conference.		X			
--	--	---	--	--	--

16. What was the objective of your workshop? Please state your objective, theme and any additional comments.

Cause related marketing for Clump dump and grant + a general presentation of the group

17. Did you feel as though you met your workshop objective? Please comment.	YES	NO
	X	

--

18. What expectations did you have for your workshop? Please comment.

Having an opportunity to discuss the necessity of and ways to carry out a new reparability program for the company

19. Did your workshop meet the expectations you had when it began and/or were any of your expectations surpassed? Please comment

It met, definitely

20. If interactive activities were used during your workshop - do you feel as though the students understood the purpose for which your activities were attended?

YES

NO

Please comment if necessary:

21. During your workshop, how was the comprehension and attentiveness of the students?

Excellent	Very Good	Good	Satisfactory	Poor
	X			

22. What - if anything would you change for a venue of this type in the future? Please comment.

23. Rate how well you think the students responded to your workshop?

Excellent	Very Good	Good	Satisfactory	Poor
	X			

Workshop Evaluation Page VI

24. What did you enjoy most about your workshop?
Please comment

Participation of the students & the
feeling they liked the subject.

	Excellent	Very Good	Good	Satisfactory	Poor
25. Rate your experience during the workshop as a whole.	X				

26. Rate the Conference as a whole.

27. What do you feel can be improved for next year's Conference?

28. Would you change anything that happened during the Conference? If so - what would you change and in what ways would you change it?
Please comment.

29. What did you enjoy most about the Conference?
Please comment.

Conference Evaluation Form – Student Responses

1. When you arrived in Madrid - did you feel comfortable with the process in place for you to get to the hotel? (i.e.-was the Staff informative upon your arrival? Please comment.

“Everybody helped us, everything was very fine.”

“From the first moment – the Staff was friendly and communicative.”

“Even though it was late, the Staff was really friendly and that was a great start!”

“It was really very organized. [The Staff] saw us immediately, explained to us what to do, what time we should leave with the van. It was great!”

“[The Staff] was waiting for us and was really friendly. They explained how we should go to the hotel and the transport was comfortable.”

“It all seemed to run smoothly, no problems!”

“It was very well organized.”

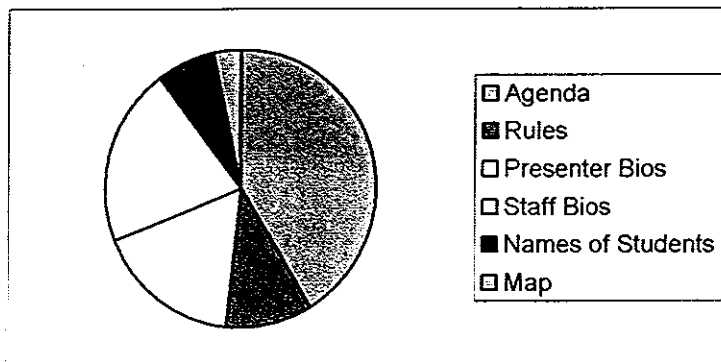
“The hotel was really comfortable. Everybody [was] ready to help and very nice.”

“It was a great experience to be in a hotel like this.”

4. Did you feel as though the Conference Welcome Packet provided you with sufficient information? If so - what was especially helpful? If not - what could have been more helpful or clear? Please comment.

Students found the following items most helpful:

Agenda	12
Rules	3
Presenter Bios	5
Staff Bios	6
Names of Students	2
Map	1



Question #4 Continued

"It may have been easier in a ring binder to save losing sheets."

"What could have been more clear was the explanation about the Decades because in the beginning I didn't really understand it."

"It may have been nice to have a sheet of names with passport photos."

"Explain what the Millennium Council is about."

11. Did you feel as though the Decades and Millennium Council achieved its purpose of giving every group member a voice in extracurricular activities? Please comment if necessary.

"Brilliant system!"

"Everyone had a say."

"Too hierarchical."

"Quieter [group] members were not involved occasionally."

"If there was something – we could give our opinion to our representative and it worked very good."

"There wasn't any big problems – only the time of the meetings."

"It worked well as a democracy."

"The activities we did were really wonderful – thank you!"

12. Of the activities held during the week - which extracurricular activity did you most enjoy and why? Please comment.

"Activity in which I can talk with my Staff and friend."

"Football stadium."

"Movie World was the best place I've been."

WB Park (Movie World)	7
Hard Rock Café (HRC)	10
Games with Staff	7
Tour of Madrid/Sightseeing	4

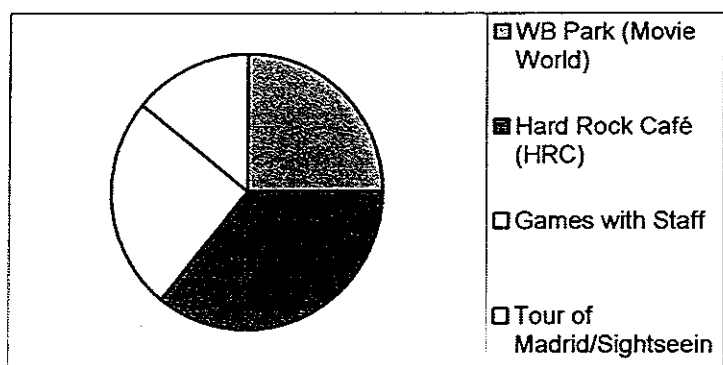
Question #12 Continued

“HRC – socializing skills are just as important as business.”

“HRC – able to relax.”

“HRC – the atmosphere was great – everybody was dancing.”

“HRC – good socializing event.”



13. What activity did not take place in which you might have enjoyed participating? Please comment.

Free Time	3
Swimming/Sports Activity	7

“More free time, especially between dinner and curfew.”

“Shopping.”

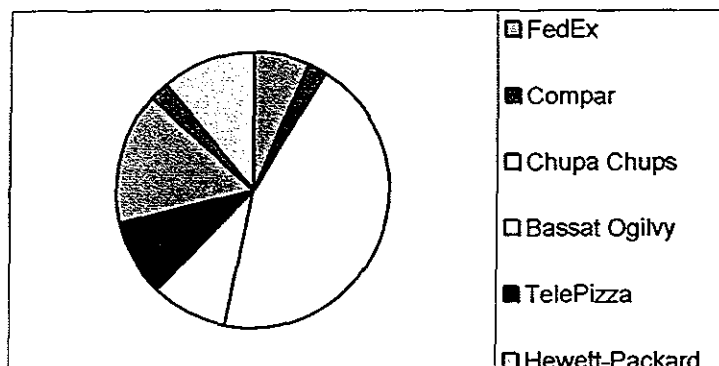
“Bullfighting”

“Paint Ball.”

“Prado Museum.”

14. What was your favorite workshop and why? Please comment.

FedEx	3
Compar	1
Chupa Chups	20
Bassat Ogilvy	4
TelePizza	4
Hewlett-Packard	7
Entrepreneurship Forum	1
General Electric	5



"I enjoyed all of the workshops!"

FedEx

"great involvement."

Compar

"because of numbers."

Chupa Chups

"very interesting."

"I really did a great job by the help of candies." ☺

"it was quite funny."

"it was [well] presented."

"communication with students."

"enjoyable and funny."

"it was the most interesting."

"interesting and very well structured."

Question #14 Continued

“organization.”

“fast, clear, fun, [in]formative, interactive.”

Bassat Ogilvy

“fun, good presenter.”

“there was a big interaction between students and presenters.”

“interesting, clear, and interactive.”

TelePizza

It was a wonderful presentation made with huge professionalism and they organized lunch for all of us.”

Hewlett-Packard

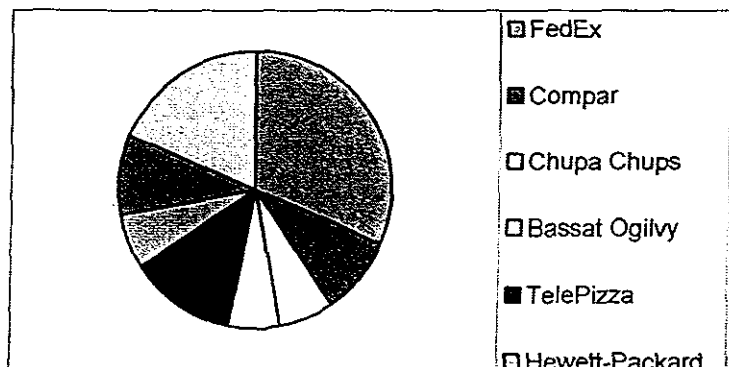
“It is my favorite computer company.”

General Electric

“it was funny and interesting.”

15. In which workshop did you feel as though you learned the most and why? Please comment.

FedEx	10
Compar	3
Chupa Chups	2
Bassat Ogilvy	2
TelePizza	4
Hewlett-Packard	2
Entrepreneurship Forum	3
General Electric	6



Question #15 Continued

FedEx

“understandable – relevant info.”

“lots of corporate tools and ideas.”

“use of new concepts and the application of them.”

“great teamwork involved.”

“BHAG theory practice.”

“it was the best explanation.”

Compar

“I learned a lot of new things about figures.”

“new terms and concepts.”

“learned new methods – it was really interesting.”

Chupa Chups

“it was very clear.”

Bassat Ogilvy

“gave a lot of information about marketing a company – [marketing] is what I want to study.”

TelePizza

“learned how to develop our marketing strategy.”

Hewlett-Packard

“it was really clear.”

“interesting history.”

E-Forum

“I am interested in being an entrepreneur.”

“I learned about the importance of leadership.”

General Electric

“the presentation was really clear, specific, and enjoyable.”

“I liked the film.”

17. What do you feel can be improved upon for next year's Conference? Please comment.

"It was amazing. I don't know what you can do to make this even better!"

"More relaxation time."

"Nicer food (although breakfast was yummy)."

"We were always in a hurry – we should have more free time."

"Better introduc[tory] activity."

"Maybe just to make more breaks during the workshops."

"More tours of the city please."

"More examples (films) on the presentation of the workshops."

"More group activities and shorter workshops."

18. In what ways would you change anything that happened during the Conference? Please comment.

"I don't think I would have changed anything."

"Later curfew – after a long day, we need to be able to chill out with our friends."

"I was really satisfied with everything – I really had a great time."

19. What did you enjoy most about the Conference and why? Please comment.

"Everything – in particular, the team work."

"extremely information. Never ever would have had such an opportunity"

"Hard Rock Café – FANTASTIC!!!"

"can see the impact much better now!"

"The Staff were excellent."

"The balance between working and entertainment was very good."

"Communicating with each student and sharing experience with such a beautiful Staff as you are. Thank you very much for the great time we had here."

"I enjoyed everything!!!!"

"[I enjoyed the] activities because they were very interesting and it was an active rest."

Question #19 Continued

"Everybody was very kind, nice, and ready to help. People were really understanding, friendly. Everything was just great. Thanks you for the unforgettable memories!!!"

"Meeting people from other countries – you get to learn a lot of cultures."

"[The] workshops [were] very useful for professional life."

"I enjoyed meeting people and learning from the experience."

"It was so enjoyable – the whole lot of it."

"As a whole it was amazing!"

"Interactive workshops and great Staff."

"Workshops – you get to know more interesting people each time."

"Workshops and presentation of students because it's the best way to learn things."

"Have the chance of being with the important companies in the Conference."

"I really enjoyed everything because I met new friends and we really had a good time."

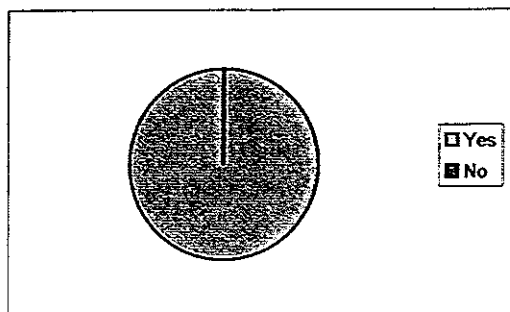
"I enjoyed the other students because I like to meet new people and with these people I became friends."

"I enjoyed everything – from hotel to meal, from Staff to students, from workshop to disco. Madrid 2002 is the BEST!"

2002 Conference Evaluations

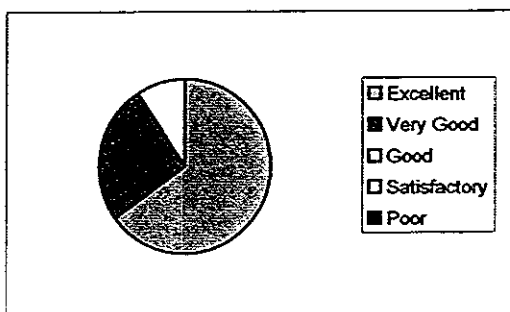
1. Upon Arrival -
Students Felt Comfortable
with Greetings and
Transportation Between
the Airport and Hotel.

Yes	41
No	0



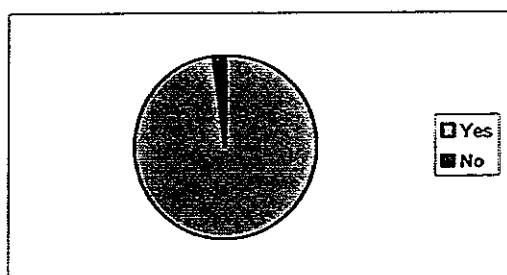
2. Registration Process
Efficiency.

Excellent	28
Very Good	11
Good	4
Satisfactory	0
Poor	0



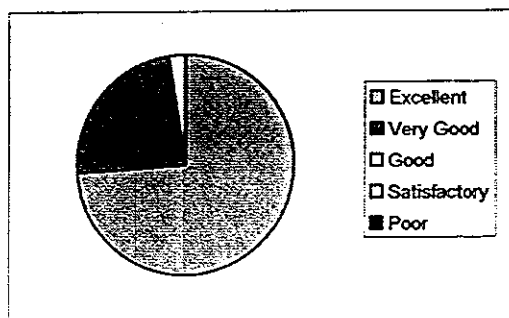
3. Conference Welcome
Packet Received.

Yes	42
No	1



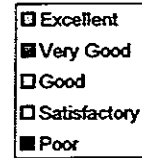
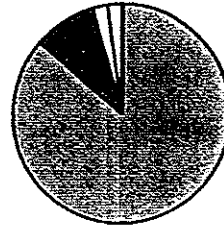
5. Clarity of Information
Provided During the
Conference.

Excellent	31
Very Good	10
Good	1
Satisfactory	0
Poor	0



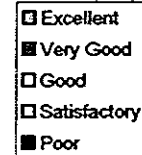
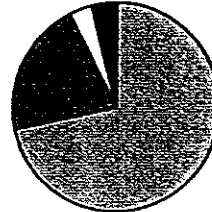
6. Staff Communication to the Students.

Excellent	38
Very Good	4
Good	1
Satisfactory	1
Poor	0



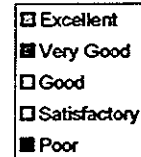
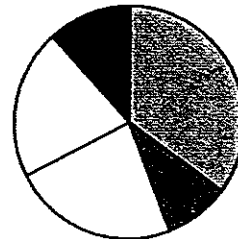
7. Sleeping Accomodations.

Excellent	38
Very Good	11
Good	2
Satisfactory	0
Poor	2



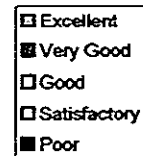
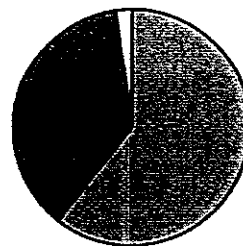
8. Quality of Meals.

Excellent	15
Very Good	4
Good	10
Satisfactory	9
Poor	5



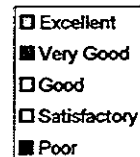
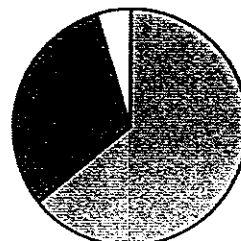
9. Overall Conference Organization.

Excellent	26
Very Good	16
Good	1
Satisfactory	0
Poor	0

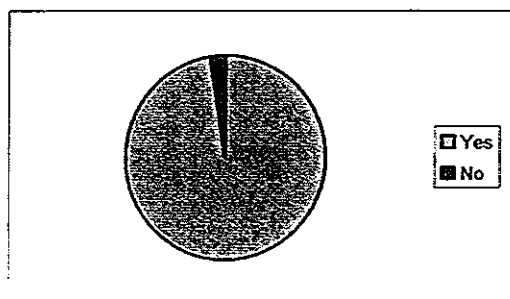


10. Enjoyment of Decade and Millennium Council.

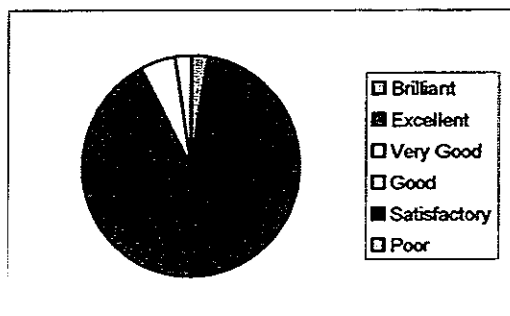
Excellent	27
Very Good	13
Good	2
Satisfactory	0
Poor	0



11. Decade and Millennium Council Purpose Achieved?	
Yes	40
No	1



16. Conference as a Whole.	
Brilliant	1
Excellent	35
Very Good	2
Good	1
Satisfactory	0
Poor	0



ВИРТУАЛНО ПРЕДПРИЯТИЕ 2002

МАРИЕТА ИВАНОВА



ВИРТУАЛНОТО ПРЕДПРИЯТИЕ МОЖЕ ДА СЕ
ПРЕВЪРНЕ В РЕАЛНОСТ, КАТЕГОРИЧНИ СА
УЧАСТНИЦИТЕ В КОНКУРСА

ЕВРОПЕЙСКОТО състезание Виртуално предприятие 2002 на международната организация Джуниър Ачийвмънт е Интернет базирана симулация, в която ученици управляват високотехнологични компании и взимат решения за развитието им. В предварителните кръгове по Интернет се състезаваха 72 отбора от 12 държави. За финала в София се класираха отбори от Литва, Беларус, Украйна, Естония, Румъния и България.

Крайното класиране на участниците включва следните отбори:

1. Cyber Team - Беларус
2. Lexus - Литва
3. Tracian - България

Отборите се състоят от двама състезатели, които са на възраст между 16 и 22 години и трябва да предложат пет управленски решения за развитие на своето виртуално предприятие.

Европейското първенство се провежда за пета поредна година. Български отбори участват в състезанието от 1999 г. През 2000 г. българският отбор Santa Ana спечели първо място в симулацията за управление на виртуално предприятие и първо място в състезанието за рекламен банер. През 2001 г. България пое администрирането на състезанието от Джуниър Ачийвмънт-Литва и отново български отбор се класира на първо място, този път и в трите паралелни веб базирани състезания.

Ученически "фирми" от цяла Европа ще мерят сили в София НР България подкрепя новия конкурс на Джуниър Ачийвмънт, държи на работата с учениците

www.infoweek.bg; 07 юни 2002

Джуниър Ачийвмънт България ще бъде домакин на европейските финали на състезанието по фирмен мениджмънт "Виртуално предприятие 2002". Това съобщи Милена Стойчева, председател на фондация "Джуниър Ачийвмънт България". Симулацията по мениджмънт и икономика пресъздава реална пазарна ситуация между виртуални фирми, съставени от ученици, взимащи решения в конкурентна обстановка.

"Като управляващи своите виртуални предприятия, учениците трябва да определят цената на продукта си, размера на производството, разходите за маркетинг, развойна дейност и инвестиции. В тазгодишното състезание взеха участие 72 отбора от 12 държави. До финала в София обаче достигнаха едва 8", допълни Милена Стойчева.

На 10 юни пък "Джуниър Ачийвмънт България" ще проведе своята годишна церемония по награждаване на най-добрите ученици, работили по икономическите и бизнес- програми на фондацията. Младежите ще премерят сили в състезанията по ораторско майсторство, най-интересно представяне на ученическа компания, най-атрактивна реклама и най-добър бизнес план. Тогава, в присъствието на министъра на финансите Милен Велчев, представители на ООН и на Американското посолство в България, ще бъдат отличени и победителите в националното състезание - компютърна симулация по мениджмънт и икономика "Виртуално предприятие".

"Джуниър Ачийвмънт" е най-старата неправителствена образователна организация в света. Програмите ѝ са предназначени предимно за ученици от гимназиалния курс на обучение и включват бизнес симулации в Web-среда, световни, регионални и национални състезания в Интернет и на живо, създаване и управление на ученически компании. В проектите участват като преподаватели бизнес-консултанти от големи фирми като HP, 3M, American Express, AIG, DHL и други.

"За специалистите от HP е важно да работят с ученическите фирми, защото така могат да пренесат своя опит и познания върху младите управители и да стимулират талантливите ученици", каза Саша Безуханова, член на Управителния съвет на "Джуниър Ачийвмънт България" и директор на HP България.

Българското представителство на Джуниър Ачийвмънт функционира от пет години и вече активно присъства в 90 училища в 35 града на страната. До момента в образователните програми са взели участие 11 200 ученика. Сред големите успехи на българските "мениджъри" са спечеленото 4-то място за най-добра компютърна симулация на световните финали в състезанието "Виртуално предприятие" и първата награда за есе на икономическа тематика на Валентина Стоева, върчена ѝ лично от изпълнителния директор на HP Карли Фиорина.